



**THE FACTORS THAT CONTRIBUTE TO
ABSENTEEISM AMONG PRIVATE SERVANT AT
KAZZPONIC SDN. BHD.**

**ABD HAKIM BIN ABDULLAH
2007144987**

**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCE
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDAR MELAKA**

NOVEMBER 2009

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**Submitted in Partial Fulfillment
Of the Requirement for the
Bachelor of Business Administration
(Hons) Human Resource**

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“DECLARATION OF ORIGINAL WORK”

I, Abd Hakim Bin Abdullah, (I/C Number: 860904-23-5321)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees
- This project paper is the result of my independent work and investigation, except where otherwise stated
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

4th November 2009

The Head of Program,
Bachelor of Business Administration (Hons) Human Resource
Faculty of Business Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka
110 Off Jalan Hang Tuah
73500 Melaka

Dear Sir,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project paper titled “**THE FACTORS THAT CONTRIBUTE TO ABSENTEEISM AMONG PRIVATE SERVANT AT KAZZPONIC SDN. BHD.**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you

Yours sincerely

ABD HAKIM BIN ABDULLAH

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Bachelor of Business Administration (Hons) Human Resource

ABSTRACT

Absenteeism constitute one of the problem that occur in organization which affect not only the employees performance, but also the performance of the organization itself in term of productivity, production as well as services. The main objective of this research is to determine the factors that contribute to absenteeism at the Kazzponic Sdn. Bhd., Ayer Keroh, Melaka. Besides, researcher also identifies the main factors which affect absenteeism plus the relationship between the factors towards absenteeism. The factors are working environment, payment, job itself and supervision. Researcher used questionnaire as a main instrumental in data collection method. Next, data that have been collected, will be analyzed through frequency, percentage, mean and Pearson Correlation. In general, the results of this research show that factor job itself is the most influence towards absenteeism. This followed by the factors of working environment, supervision and payment.